# Collaborative Leadership
## **Building Trust**
# Self-Assessment Exercise

For each item, circle one rating under the "Behavior Frequency" column indicating your view of how often you exhibit that behavior. Your responses to this questionnaire are for your own use. You will not be asked to share your scores after you have answered. You will be asked to use your score and your responses to help you develop a personal learning plan.

**BEHAVIOR FREQUENCY**

| | **Behaviors** | Seldom | | Sometimes | | Often | | Almost Always |
|---|---|---|---|---|---|---|---|---|
| **1** | I build communication processes that make it safe for people to say what is on their minds. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **2** | I refuse to engage in "rigged" processes. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **3** | I protect the group from those who would wield personal power over the collaborative process. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **4** | I create credible processes for collaborating. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **5** | I ensure that processes for exercising collaborative leadership are open to all stakeholders. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **6** | I ensure that the processes for collaborative leadership are transparent to all stakeholders. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **7** | During the first stage of creating collaborative relationships, I establish the common ground among the stakeholders. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **8** | I approach collaboration by relying heavily on building trust among stakeholders. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **9** | I "walk the talk", i.e., I do what I say I will do. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **10** | I demonstrate to my peers that I believe that trust is the foundation for successful collaboration. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

**Your Score: Add all the circled behavior frequencies.  Write the number in the box.**

70 – 61  Excellent Score      40 - 21  Opportunities for Growth
60 – 41  Stronger  Score      20 - 1    Important to Change Behavior

**Written Comments:**

What do you think are your strengths in building trust as a collaborative leader?

What do you think are your most important areas for improvement in building trust?

**TurningPoint**